

EXECUTIVE OFFICERS MEETING
OCTOBER 3, 1989

PRESENT: Pres. Osborn, Exec. V.P's Lydon, Faherty & Farmer

Absent: Sec./Treas. Haynes (ub)

MMS to continue support for Local 66 Laundry Workers with all our affiliates but table request for donation. So voted.

MMS to take a full page ad (\$100) for A.Philip Randolph Institute. So voted.

Refer to Marty request from the American Cancer Society for support in developing and supporting legislation which would protect the health of workers by requiring written smoking policies in the workplace.

EXECUTIVE OFFICERS MEETING
OCTOBER 19, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Farmer
ABSENT: Exec. V.P. Faherty (vac) and Exec. V.P Lydon (sick)

MMS to send Exec. V.P. Farmer or Exec. V.P. Faherty to the February Conference in Bal Harbour, Fla. So voted.

MMS to send \$100.00 contribution to National at the request of Lane Kirkland for the Hugo Hurricane victims in U.S. Virgin Islands, Puerto Rico and South Carolina. So voted.

The request to contribute to the Hospice at Mission Hill - Filed.

The request for financial assistance for the Braniff flight attendants - Filed.

It was recommended to have the Executive Board at next meeting accept the schedule of expenses year ending June 30, 1989.

MMS to send \$50.00 to the Solidarity Dance and Social for No. Shore Labor food bank for Eastern Airlines and NYNEX. So voted.

MMS to refer the recycling initiative campaign (Res. #34) to Regional Director Frank Myers. So voted.

MMS to purchase a table for the Cushing Awards. So voted.

MMS to contribute \$100.00 to Frontlash Halloween Party to benefit Eastern Airlines food bank. So voted.

Recipies for Success sponsored by CLUW - Filed.

Discussion on labor cruises.

MMS to approve tentatively on approval of the National AFL/CIO Union Benefit Program proposal on labor cruises. So voted.

MMS to send letter to Chester Atkins and a copy to Thomas McIntyre on concerns of the direction of the party and Issues Training Program. So voted.

MMS to set up a meeting with L. Gov. Evelyn Murphy and the NYNEX workers. So voted.

Discussion on the Peter Arnold proposal.

Discussion on New England Labor News & Commentary.

Discussion on National Coaliton Building Institute.

MMS to send a letter to National Coalition Buidling Instiute telling thim their program is fine but we have a program called "World of Difference". So voted.

MMS to send a letter to the affiliates on Prescription Drug Program and check with Buidling Trades to see if they endorse any. So voted.

MMS to upgrade dental plan (Delta Demental) relative to negotiations. So voted.

EXECUTIVE OFFICERS MEETING

NOVEMBER 2, 1989

MMS to contact Ronald Rogers Minuteman Council Boy Scouts of America and have him call Exec. V.P. Faherty regarding the 1990 Labor Movement Lunchoree. So voted.

Discussion on goal, strategy and tactic of Peter Arnold and decided to table at this time.

MMS to send a letter recommending William Irwin, Carp. Local 40 and John O'Neil to succeed James Grande who is retiring from the State Education Board. So voted.

MMS to recommend Exec. V.P. Faherty to succeed Joe Joyce on the Energy Facilities Siting Council. So voted.

MMS to send Tom Deary a letter informing him that his request to have affiliates support Labor News and Commentary has been tabled by the Executive Officers. So voted.

The proposal for negotiation between the Massachusetts AFL/CIO and OPEIU was discussed and is under advisement.

MMS to refer request from Peralta Federation of Teachers asking for support on a resolution to the Nat'l. AFL/CIO Convention on Climate Stabilization, Food and Jobs from the Alemada Councity CLC to the Environmental Committee. So voted.

Request to purchase tickets to support Multicultural Aids Coalition (MAC) - Tabled.

Half day labor seminar on alcoholism and substance abuse sponsored by Spofford Hall - Tabled.

MMS to purchase 5 tickets for the Joe Monahan benefit (Local 103). So voted.

MMS to recommend Bob Bryant to replace Bob Marshall on Massachusetts Housing Finance Agency. So voted.

EXECUTIVE OFFICERS MEETING

October 3, 1989

THINGS TO DISCUSS

Benefit for Local 66 Laundry Workers.

Request from the American Cancer Society for support in developing and supporting legislation which would protect the health of workers by requiring written smoking policies in the workplace.

List of proposals for negotiation between the Massachusetts AFL/CIO (employer) and the OPEIU Local 6 (union).

W. B. L. O. P.

→ m. r. t. g.

From the Desk of . . .

ROBERT J. HAYNES
Secretary-Treasurer
Educational Director

Have
Dan Sullivan
call me -



MASSACHUSETTS / AFL-CIO
8 BEACON STREET • BOSTON, MA 02108
(617) 227 - 8260




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OFF
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HRC

PHARMACY BENEFIT ADMINISTRATORS
PROPOSAL FOR
THE ADMINISTRATION OF
THE PRESCRIPTION DRUG PROGRAM
FOR
THE NEW ENGLAND AFL-CIO

PRESENTED BY
DANIEL J. SULLIVAN, R.PH.
PRESIDENT

PHARMACY BENEFIT ADMINISTRATORS
P. O. BOX 73
SCITUATE, MASSACHUSETTS 02066

1-617-545-5646



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INTRODUCTION

Prescription drug costs continue to rise faster than all other areas of health care. However, the pharmacy benefit dollar is by far the most cost effective health care expense. Pharmacy Benefit Administrators will provide control and accountability to the New England AFL-CIO pharmacy program.

Pharmacy Benefit Administrators will work with the New England AFL-CIO Member Organizations to control the escalation of costs while providing the highest quality pharmacy benefit.

This proposal is presented to the New England AFL-CIO to provide prescription drug benefit administration. This proposal contains recommendations for prescription drug programs that will allow for a broad range of participation by member organizations. These recommendations will be negotiated with your plan Administrators upon acceptance of the proposal.

THE BENEFIT

The delivery of high quality pharmaceutical service to the members of the New England AFL-CIO.

Increase cost effectiveness of the Prescription Drug Delivery System by management of providers and education of the members.

THE ADMINISTRATORS

Pharmacy Benefit Administrators will design and will manage the pharmacy benefit for the New England AFL-CIO.

Pharmacy Benefit Administrators will gather and report the financial information and also identify areas of cost savings for the plan.

COST CONTAINMENT

Pharmacy Benefit Administrators will:

- Monitor provider pharmacies for adherence to plan guidelines

- Encourage use of lower cost therapeutically equivalent generic drugs.

- Provide mechanism to measure the effect of improper utilization by members and the effects on plan costs.

THE PHARMACY NETWORK

Pharmacy Benefit Administrators will compile information regarding number of members, geographic areas and services required and will secure bids for service from multiple providers.

A network of retail community and chain pharmacies that meet the requirements will be chosen. Pharmacy Benefit Administrators will provide the link between the AFL-CIO Prescription Drug Plan and the provider network.

The Pharmacy Benefit Cost Containment Strategy:

- A. **Member Education:** Cost effective benefit utilization depends upon member understanding and compliance. Pharmacy Benefit Administrators will work with your plan Administrators to maximize the pharmacy benefit by educating the users of the service (your members).
- B. **Increase Generic Utilization:** Generic drug products significantly contribute to the savings of any prescription drug program. Pharmacy Benefit Administrators will work with your plan Administrators to attain the maximum utilization of generic drugs.
- C. **Certify Patient Eligibility:** Verification of coverage is essential to benefit Administration. Pharmacy Benefit Administrators will insure patient eligibility before claims are paid.
- D. **Utilization Reviews:** Pharmacy Benefit Administrators will monitor pharmacy claims for compliance with the goals of the plan. Special focus will be made in the following areas:
 - a. Patient drug utilization, both trends and patterns.
 - b. Established cost containment measured by pharmacy dispensing and member utilization.
 - c. Potential abuse of medication and of the benefit.

**PROPOSED GUIDELINES OF THE NEW ENGLAND AFL-CIO
PRESCRIPTION DRUG PROGRAM**

PHARMACY CARD SYSTEM

Pharmacy Benefit Administrators will solicit bids from national pharmacy networks to process prescription drug claims and issue member identification cards. Identification cards will bear the AFL-CIO logo.

PATIENT CO-PAYMENT

Pharmacy Benefit Administrators will divide the New England AFL-CIO into as many groups as desired. Each group will have the ability to design their own schedule of prescription drug benefits. Each group will determine their own level of coverage by the co-payment required when each prescription is dispensed.

DRUGS COVERED (Suggested)

Legend Drugs (drugs requiring a prescription to be dispensed).
Injectable Insulin and Insulin Syringes
Prescribed Vitamins (except OTC)

All covered drugs must be dispensed by a Licensed retail pharmacy.

EXCLUSIONS (Suggested)

Injectable drugs other than prescribed insulin
Biological serum
Hyperalimentation Treatment Associated prescriptions
Non-drug items (Surgical Stocking, devices, etc.)
Experimental drugs
Over-the-counter drugs (OTC)
Smoking Cessation drugs
Oral Contraception drugs
Diet Control Drugs
Topical Minoxidil

Refills more than one year after original order

or

Refills prior to 75% completion of projected usage.

MAINTENANCE MEDICATION (Suggested)

A. Covered Quantities:

The GREATER of a 30-day supply or
100 units of tablets or capsules
Eight ounces of oral liquid
One pre-packed topical liquid
One pre-packed unit of suppositories
One vial (15 milliliter maximum) of
any Otic or opthalmic product.

B. Generic Medication:

Must be offered to members if available and permitted
by physician.

If prescribed by a physician, the following categories
of medication may be dispensed in 90-day supplies:

Anti-seizure medication
Anti-diabetic medication
Thyroid products, either Synthetic or Natural
Cardiac Glycosides
Gout Medication

From the Desk of . . .

ROBERT J. HAYNES
Secretary-Treasurer
Educational Director

Glenn -

contact Cheryl
Brown and tell her
we have World of
Difference Campaign
Put her in touch
with Robin Leeds
for particulars
called her 11-9-89

B
She was already in
touch with Robin



MASSACHUSETTS / AFL-CIO
8 BEACON STREET • BOSTON, MA 02108
(617) 227-8260



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WINNING STRATEGIES

C O N S U L T I N G

ROBIN LEEDS

25 WEST STREET, SECOND FLOOR
BOSTON, MASSACHUSETTS 02111
(617) 482-7278 FAX: (617) 451-5838

National Coalition Building Institute

NCBI

*Cherie R. Brown
Founder and Executive Director*

Our Focus

Our Services

Our Record

Receiving NCBI Materials

Contacting NCBI

Mission

The National Coalition Building Institute is dedicated to the creation of a new model of leadership. We train leaders from every field in the art of coalition building and intergroup conflict resolution.

This includes skills in identifying the underlying causes of intergroup tensions, developing conflict resolutions strategies, and implementing effective prejudice reduction programs.

NCBI trained leaders empower others to eliminate the harmful effects of institutionalized prejudice, enabling groups from diverse backgrounds to work together toward shared goals.

Our Philosophy

The heartbeat of pluralistic society is the vivid and compelling notion that diversity is positive and healthy. The fabric of our society is not monochromatic and smooth, but rather multicolored and rich in texture. Cooperation, mutual insight, and heightened awareness of different points of view are the hallmarks of diversity, and that which makes the whole greater than the sum of its parts. Coalitions bring these ideas into operation, forming the base for effective political and social action. The theory of coalition building is easy to support but very difficult to put into practice.

Our research has demonstrated

that intergroup cooperation and coalition building efforts fail, not for lack of urgency, ideals, or commitments, but because most people do not have the bridge-building skills that are necessary to deal with persistent inter-group tensions.

The process of identifying one's own group interests, and converting them into consensus with others is not always comfortable. It requires a systematic approach that challenges deeply held emotional beliefs and prejudices.

Now for the first time, a coalition building process has emerged, based on years of practice and experimentation,

which can and has been taught to growing numbers of people.

Our training programs produce dynamic leaders capable of examining their own leadership and then developing effective prejudice reduction programs and coalitions in the educational, ethnic, religious, business, and political communities of their choosing.

Out of our commitment to reach every section of the population, we are developing ongoing programs for all age groups with an emphasis on creating a multiplier effect whereby every NCBI leader is taught to empower others to take on significant new leadership roles.

We provide our services in cities throughout the United States through:

Leadership Institutes Unique 2 to 5 day training programs

Participants are selected from a diverse group of government, religious, ethnic, and business leaders; human services and community agency staff; educators, lobbyists; social activists; lawyers and counselors. Participants are

trained to identify and resolve inter-group conflicts, locate the key issue in any complex situation, define self-interest in a way that builds bridges, and develop multi-cultural programs and coalitions for their own organizations and

ethnic groups. In group practicums, participants are given the opportunity to practice leading new skills and receive constructive feedback on their leadership.

Prejudice Reduction Trainings 4-hours to 3 day workshops

Participants learn all the steps involved in developing and leading prejudice reduction workshops in their communities and workplaces. The award-winning NCBI "Prejudice Reduction Workshop" is demonstrated

and practiced in group practicums. Participants learn to help individuals and groups examine deep issues of identity, unfreeze prejudicial attitudes, act on the basis of shared values and know what to do when values are in conflict.

Specific tools are taught that empower individuals to be constructive advocates on behalf of other groups.

Consultation And Program Development

NCBI has a team of skilled associates from diverse cultural backgrounds who themselves work together in coalition to develop unique programs for organizations and ethnic groups.

We work in schools and

universities, in community, religious and human service organizations, and with government and businesses, both in the United States and internationally. Our research and program development specialists continually test every new model for its long term

effectiveness and for replication in diverse cultures. Our programs are tailor-made for every organization. We invest the time necessary to produce quality work that can be evaluated in terms of its ability to produce long term change.

NCBI City Chapters

NCBI trains 30-40 community leaders in a given city in our prejudice reduction and intergroup conflict resolution methodologies. These teams in turn lead prejudice reduction programs in such settings as public schools, churches and synagogues, and business and government offices. NCBI

chapters exist in Birmingham, Alabama; Orlando, Florida; Harrisonburg, Virginia; Montgomery County, Maryland; Portland, Maine; Louisville, Kentucky; Lexington, Kentucky; and Boston, Massachusetts. In the next few years more chapters will be founded in a variety of cities

across the United States. Chapter members meet in ongoing working groups to develop new prejudice reduction programs in their community and to support each other's leadership development.

Our Record

■ **Ethnic, Religious, and Racial Constituencies:** NCBI has helped resolve intergroup tensions in organizations on issues between Blacks and Jews, Catholics and Protestants, Chicanos and Anglos, and Southeast Asians and Whites. NCBI has consulted to ten interfaith councils in cities where intergroup tensions have interfered with effective coalition building efforts. NCBI worked with the National Council of Churches and the Union of American Hebrew Congregations to create the first national coalition training program for clergy and lay leaders from 60 congregations and synagogues across the United States.

■ **Prejudice Reduction TV Special:**
NCBI designed and conducted

a three day training weekend for 9 high school aged young people from diverse ethnic backgrounds. Boston's WBZ TV-Channel 4 filmed the entire weekend and produced a program aired as a prime-time evening TV special. The program, *Working It Out: Kids and Race*, won the Gabriel TV award for the Most Outstanding Achievement in Youth Oriented TV Programming for 1985.

■ **Prejudice Reduction Programs in the Public Schools:**
Under the auspices of the National Conference of Christians and Jews, several hundred elementary school children in a dozen different schools in the Boston area were successfully trained to be school leaders in conflict resolution and prejudice

reduction. The children were trained to settle playground disputes, take coalition building principles into their classrooms and homes, and lead other children in prejudice reduction exercises. In a South Bronx middle school, NCBI trained 35 teachers and administrators who then initiated a major system wide change program. Students, teachers and administrators created one of the first models of a school committed to a totally prejudice-free environment. In cities across the United States served by NCBI Chapters, innovative prejudice reduction leadership programs are being offered to students, faculty and administrators of elementary and middle schools.

NCBI on the College Campus

NCBI has conducted prejudice reduction workshops for over 5,000 students at 75 college campuses across the United States. Teams of faculty, student and administration leaders are trained to lead prejudice reduction programs on their own campuses. The following is a partial list of campuses that have been served by NCBI:

Baldwin-Wallace College
Berea College
Boston College
Boston University
Brandeis University
Brown University
Bucknell University
Columbia University
Cornell University
Eastern Mennonite College
George Mason University

George Washington Univ.
Hamilton College
Harvard University
Hofstra University
Macalester College
Oberlin College
Penn State University
Rochester Inst. of Technology
Temple University
Tufts University
UC Berkeley

UCLA
University of Chicago
University of Denver
University of Kentucky
University of Mass/Amherst
University of Maryland
University of Pennsylvania
U. of Southern California
University of Tampa
Wellesley College
Williams College

Groups We've Served

Many community organizations have turned to NCBI for consultation and on-site training. The following is a partial list of groups that have been served by NCBI:

Aids Action Committee (Boston)
American Jewish Committee
Council of Jewish Federations
Denver Inter-Faith Coalition
Educators for Social Responsibility
England City Councils (London, England)
Glencree Reconciliation Center (Ireland)
Haymarket Foundation
Illinois Consultation on Ethnicity
Martin Buber House
(Republic of Germany)
Massachusetts Commission Against
Discrimination

National Conference on Peace Making and
Conflict Resolution
National Council of Churches
NAACP
Neve Shalom (Israel)
NOW
Rainbow Coalition (Boston)
SANE
Union of American Hebrew
Congregations
United Farm Workers
Urban League
YWCA

NCBI Resources

Membership

Join the NCBI network and support coalition building efforts. Members receive **Working It Out**, the newsletter reporting on NCBI's creative strides in coalition building and intergroup cooperation. Individual membership, \$10/year; Organizational membership, \$25/year.

The Art of Coalition Building: A Guide for Community Leaders

46-page how-to manual filled with concrete ideas for building effective intergroup coalitions. \$4.00.

Face to Face:

Black-Jewish Campus Dialogues
31-page book raises issues between Black and Jewish college students, and includes

a set of guidelines for organized intergroup dialogue on the college campus. \$5.00.

Working It Out: Blacks and Jews on the College Campus

30 minute video documentary highlighting dramatic encounters between Black and Jewish students learning to better understand themselves and each other. An excellent resource for campus and community organizations. Produced by the American Jewish Committee. Rental: \$50; Purchase: \$300; plus \$10 shipping and handling.

Working It Out: Kids and Race

Award winning 50-minute video produced by Boston's WBZ-TV of an NCBI weekend prejudice reduction program with high school students.

Rental: \$50; Purchase: \$300; plus \$10 shipping and handling.

Leadership Training Institute/Prejudice Reduction Leaders Institute

2 to 5 day intensive workshops open to the general public are held several times each year. These workshops are highly participatory and designed to develop leadership. Schedule available on request.

Consultation

NCBI is available for consultation on intergroup relations within your community or institution. Where appropriate, NCBI can design and implement prejudice reduction and coalition building programs to meet the needs of your particular situation.

Join The NCBI Network

To request materials or services, send this coupon to:
NCBI, 172 Brattle Street, Arlington MA 02174. Or call 617-646-5802.

I (We) want to join NCBI:

☐ Individual (\$10) ☐ Organization (\$25)

I want to receive the following books:

☐ Art of Coalition Building (\$3.50)

☐ Face to Face (\$5)

I want to rent (\$50)/purchase (\$300)

a videotape (VHS):

☐ Blacks and Jews ☐ Kids and Race

Target date for
rental showing _____
(Please add \$10 for shipping and handling.)

I am interested in attending the Leadership
Training Institute and/or the Prejudice
Reduction Leaders Institute.

☐ Please send me a schedule and more
information.

I am interested in a consultation or training
program for my community/institution.
☐ I enclose a brief description of our needs.

I want to make a financial contribution to NCBI.
(NCBI is a tax exempt non-profit educational
corporation.)

☐ I enclose my donation of _____

Name _____

Organization _____

Address _____

Phone _____

Total Amount Enclosed _____

Receiving NCBI Materials

What People Say About NCBI

"The National Coalition Building Institute is the first and only organization that has developed a systematic process for training ethnic leaders in the art of coalition building and conflict resolution. Their prejudice reduction program on college campuses is the best in the country."

Irving Levine, Director of National Affairs American Jewish Committee.

"As members of the same family, the various groups in our society must learn to help one another through coalition building, to work together for the common good. I congratulate you for having prepared this excellent manual."

Mario M. Cuomo, Governor of the State of New York, from the Introduction to ***The Art of Coalition Building*** by Cherie R. Brown

"Cherie Brown has begun to train many of the best leaders in the country in coalition building skills. The work of the Institute is essential to groups like The Rainbow Coalition."

Mel King, former mayoral candidate, Boston, Massachusetts

"I attended an NCBI Leadership Institute and then brought Cherie Brown to Birmingham to train our community leaders in Prejudice Reduction and Conflict Resolution. The NCBI sessions have been by far the best training experience of my life. As a result of Cherie's efforts in Birmingham, I and a whole team of community leaders are leading prejudice reduction programs all over Birmingham."

Robert Corley, Regional Director, National Conference of Christians and Jews, Birmingham, Alabama.

"The National Coalition Building Institute is one of the few pioneers developing effective programs in cross-cultural work. The programs of NCBI provide a missing and essential contribution to the whole field of peace-making and conflict resolution."

Janet Rifkin, Director, Mediation Project, University of Massachusetts, Amherst; Chair, 1985 National Conference on Peace Making and Conflict Resolution.

"The weekend run by NCBI was one of the most powerful experiences of my life. Until I'd heard the stories from the other kids, I thought I was the only one discriminated against. I learned other kids hurt just like I do. I was amazed how we all got along."

Sothea Chiemruom, 11th grader, Brighton High, Boston; Participant in award winning NCBI led TV program: ***Kids And Race: Working It Out***. Sothea and his mother escaped from Cambodia in 1981.

To contact NCBI:

We can arrange for training programs or consultations for any organization.
For services or more information, contact:

National Coalition Building Institute
Cherie R. Brown, Executive Director
172 Brattle Street
Arlington, MA 02174
(617) 646-5802

National Coalition Building Institute
Cherie R. Brown, Executive Director
172 Brattle Street
Arlington, MA 02174
(617) 646-5802

NATIONAL COALITION BUILDING INSTITUTE

172 Brattle St Arlington, MA 02174 617-646-5802

Dear Friend:

We are writing to send you information about an exciting six-month leadership training program. The Boston Leadership Institute, a program offered by the National Coalition Building Institute, will train a diverse group of forty community leaders from the Boston area. The goals of the training program are:

- 1) to empower leaders to act as intervenors and trainers in eliminating racism and other forms of discrimination;
- 2) to improve skills in dealing with tough organizational conflicts and internal divisions; and
- 3) to strengthen our abilities to build effective coalitions.

This is our second year of offering this innovative training program in Boston. The program is supported by funding from the Boston Foundation, Lotus, the Shawmut Bank, the Hyams Foundation, and Foley, Hoag & Eliot.

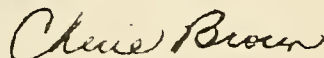
We invite your participation or the participation of several people from your agency or community. There will be a donation request of \$50 - \$250 for the training, depending on what your organization can afford. Everyone is welcome, regardless of the ability to give a financial contribution. It is more important to us to have your participation.

Enclosed you will find a complete description of the training program, a list of training dates, and letters of support from participants who attended the training last year.

There will be an orientation/information session on Tuesday, December 5 for all interested participants. The official training will begin on Tuesday, January 9.

We would be happy to answer any questions you may have; we will get in touch with you again. After last year's successful program, we are sure you will want to participate in this exciting leadership opportunity.

Sincerely Yours,



Cherie Brown
Executive Director

Boston

Raymond L. Flynn, Mayor

March 22, 1989.

To Whom It May Concern:

I am writing in support of the National Coalition Building Institute.

I am the Coordinator of Creative Resources for the City of Boston's Youth Outreach Program - an empowerment program for innercity teenagers. My primary responsibility is to design and implement creative, experiential learning opportunities for traditionally "resource-poor" teens.

In September, 1988 I joined the National Coalition Building Institute's Leadership Training Program. Throughout the year I have been exposed to NCBI's exciting and challenging model of prejudice reduction and conflict resolution leadership training. I have found this training to be invaluable.

As an administrator I am learning to build coalitions with co-workers. As an educator I am learning to more effectively guide teenagers through the morass of adolescent conflicts and questioning. I have learned not only to accept conflict but to relish the opportunity to work through it as I become an active "bridge builder" in my professional and personal communities.

I am extremely grateful for the opportunity to work with Cheri Brown and Arlene Allen. These women are not only skilled facilitators, they are also giving, loving human beings. In the "work-a-day" world of busy schedules, endless meetings and impersonal interactions, Cheri and Arlene are superb role models.

It is my hope that more educators, human service providers and others in the for-profit and non-profit communities will have the opportunity to participate in these training programs.

I highly recommend these programs and urge you to support the National Coalition Building Institute.

Sincerely yours,

Peri Smilow

Ms. Peri Smilow
Coordinator of Creative Resources
Youth Outreach Program





Catholic Charities

ARCHDIOCESE OF BOSTON

Boston Region

AROLD K. COYLE
Director

Quincy District Office

One Adams Building
354 Hancock Street
Suite 207
Quincy, MA 02169
(617) 471-2904

TEVE KEEL, LICSW, MMHS
District Director

TO WHOM IT MAY CONCERN:

It is with a great deal of conviction that I'm submitting this letter of support for the National Coalition Building Institute (N.C.B.I.). As a participant in the year long "Boston Leadership Institute" I have found the experience both professionally and personally rewarding.

Cherie Brown and her associates have created an excellent process for developing multi-cultural coalitions and resolving conflicts. However, the most important component of N.C.B.I. for me was learning how to lead prejudice reduction programs.

In my work with Catholic parishes I will use the skills I've learned to present parish-based prejudice reduction workshops. Also, I'm planning to be a strong advocate for N.C.B.I.'s involvement in Quincy, a city currently experiencing tensions (and violence!) between Asian and Non Asian communities. Prejudice reduction and/or conflict resolutions processes are greatly needed here!

The National Coalition Building Institute is an organization with much to offer to any community or group where people must work together. Cherie Brown's process is very valuable and greatly deserves support.

Sincerely,

Leo J. Donoghue, Director
Parish Social Ministry

LJD/kfc

THIS AGENCY IS
SUPPORTED BY



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HUMAN RIGHTS COMMISSION

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RAYMOND L. FLYNN

Mayor

COMMISSIONERS

LIBBY L. CHIU

PAMELA DASHIELL

BARBARA DeCRISTOFORO

WILLIAM McDONOUGH

DERMOT MEACHER

JAIME RODRIGUEZ

JAMES D. WILLIAMS

EXECUTIVE DIRECTOR

March 10, 1989

To Whom It May Concern:

Since September of 1988 I have been participating in the Boston Leadership Institute organized and lead by the National Coalition Building Institute. I chose to participate in the training because I have a real interest in the problems of racism, sexism, and homophobia in our society. The opportunity to deal with my own prejudices and also to learn to lead groups around the topic of prejudice reduction was too good to pass up.

I cannot say that the past six months of training have always been fun (sometimes they have), but the learning has been abundant and meaningful. I have had to look at my own racism as I feel it personally. I feel that experience will and has already assisted me in my job with the City of Boston's Human Rights Commission. As an attorney dealing with citizens who rely on me to help them with problems of discrimination, I must listen to people from all walks of life talk about problems with which I have no personal experience. The training is helping me to be a better counselor and to understand some of the subtleties of racial discrimination that I had not recognized before.

Page 2
National Coalition Building Institute
March 10, 1989

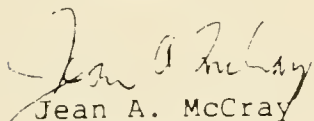
As a woman and a lesbian, it has also given me an opportunity to help others in the group understand the sexism and homophobia that I have experienced in my life. The group participating in the training consists of many races, ages, both sexes, and numerous ethnic and economic backgrounds. With the wonderful facilitation of Cherie Brown and Arlene Allen, individuals have shared their own experiences and backgrounds and we have all grown from the sharing. I think each of us has felt pain when we talked about the prejudice that has hurt us and as we heard how others have been hurt by prejudice aimed at them.

The training has also given me some very tangible skills in the areas of conflict resolution and group leadership. The chance to role play different strategies of leadership and group facilitation with real people as "guinea pigs" has been invaluable.

I would very much commend this training to anyone who is interested in work around prejudice and conflict resolution. Anyone in any type of leadership position could benefit by this training, and the National Coalition Building Institute definitely deserves the financial support it requires to ensure that subsequent trainings happen in Boston. Boston is a wonderful, diverse city where people with such training would be an asset to the city's present and her future.

If you would like to speak with me further about my observations about the Boston Leadership Institute, please feel free to call me at my office at 617-725-3562.

Sincerely,



Jean A. McCray
Investigative Attorney



TOWN of ARLINGTON

PERSONNEL DEPARTMENT
Massachusetts 02172

William T. Kremmell
Director of Personnel

730 Massachusetts Avenue
617/ 646-1000 Extension 4110

March 7, 1989

To Whom It May Concern:

I am writing to express my support and enthusiasm for the Boston Leadership Institute, in which I have been a participant during the past several months. The Institute has already been helpful to me personally and I feel confident that it will likewise be helpful to me in my capacity as Personnel Director for the Town of Arlington.

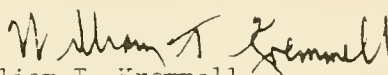
The Institute has helped me to look at some of the real prejudices which I harbor, to appreciate the pain of prejudice as experienced by various groups and individuals, and to recognize the fact that I too have been discriminated against in my life. The workshops have made me more sensitive and aware of the scars of prejudice which, I can now say, we all bear, and, as a result of the Institute, I know that I will be a much more effective Personnel Director, especially in the area of employee relations. In a special way, the Institute has given me a deeper appreciation of the hopes and the struggles of the Gay and Lesbian Community.

I feel confident that, in the not-too-distant future, I will be able to utilize much of the workshop material in the Town of Arlington. I am already planning to meet with the training officers for the Police and Fire Departments to propose a Prejudice Reduction Workshop for a pilot group of police officers and firefighters. Such a workshop will not only help our public safety personnel confront their own prejudices -- so critical as they relate to all the citizens of the Town -- but the workshop also has the potential for helping the same individuals appreciate how they themselves have experienced prejudice specifically because they are police officers or firefighters. Hopefully, greater awareness and sensitivity will be the end result.

Down the road I also anticipate that I will be able to use the Conflict Resolution component of the Institute as I deal with six (6) bargaining units and a variety of elected and appointed Town officials who offer very diverse points of view about the future of the Town and its personnel.

In summary, I wholeheartedly support the work of the Boston Leadership Institute and urge you to provide additional funding for another year.

Very truly yours,


William T. Kremmell
Director of Personnel

P
R
O
J
E
C
T

ASSOCIATION OF
CHURCHES FOR
TRAINING &
SERVICE

20 COMO ROAD
READVILLE, MA 02137
(617) 361-3456

3/1/89

To Whom It May Concern

In July of 1988 Project ACTS encouraged me to look into the program NCBI was offering concerning prejudice reduction and evaluate it for possible use in our organization. Not only did it seem to fit well with our own goals, I also was glad to pursue this as a parish pastor in one of ACTS' member churches. I felt that such a course, if indeed it was of value, could be helpful also on the parish level.

I approached the program with skepticism, having heard others make extravagant claims about similar offerings and then fall flat. Now, seven months later and with that much NCBI training behind me, I am pleased to say that I am very supportive of this effort. While no program is perfect I find this approach to be a very reasonable, do-able, down-to-earth means of enabling people to take on a difficult subject and actually accomplish measureable change. It does so without assaulting the participants' integrity and at the same time helps them to help others.

For Project ACTS all this means that we are planning a retreat for the people of our member parishes for early April on this topic. I am looking forward to leading this and to the positive results I expect. For parish life I am pleased to have one more tool to use in difficult circumstances. Prejudice reduction, crisis management, coalition building--these are necessary skills when it comes to addressing the problems faced by the average parish in Boston. And the congregation that can handle these issues well has a much better chance of doing the work for which it is called.

Finally, I am pleased as a person to be on the receiving end of the program's insights. I find this perspective to be of help as I struggle with what it takes to be in other important relationships as well. I am very glad for the work NCBI is doing and would like to see them continue in it--not only for the important network it opens for me, but also for the possibility of training for others I know.

Sincerely,

Thomas Duval
Thomas Duval,

OPERATION ABLE OF GREATER BOSTON

President

Vice President

Treasurer

Assistant Treasurer

Secretary

Director of Operations

February 28, 1989

To Whom It May Concern:

Operation ABLE (Ability Based on Long Experience) of Greater Boston is a private non-profit organization that promotes employment opportunities for people aged 45+. I am writing, on behalf of ABLE, in support of the National Coalition Building Institute's (NCBI) effort to secure continued funding for the Boston Leadership Institute.

As a participant in the current Boston Leadership Institute I know that the Institute model is one that can benefit many more individuals and organizations.

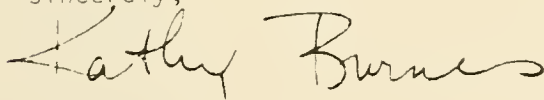
To date, participation in the Institute experience has allowed me to come into contact with a very diverse group of individuals representing a range of interests and perspectives. It has given me the opportunity to understand and grapple with my own prejudices as a prerequisite to working with others around prejudice reduction and conflict resolution. The exercises and techniques that have been presented as well as the opportunity to discuss and practice in small support groups have been invaluable. There has been a very consistent effort to encourage participants all along the way to envision and plan ways that pieces and/or the whole of the training can be presented in the context of our work.

Because the training extends over several months, there is ample opportunity to develop new, productive relationships amongst participants and to begin to incorporate the theoretical framework and practical exercises. I have already used the "stand-up, sit-down" technique with staff here and think it's a great way to help group members become more comfortable with and knowledgeable about each other. Most important is the positive, up-beat, embracing environment that NCBI, particularly Cherie Brown and Arlene Allen, creates for what, in an other situation, might be experienced as serious, threatening and potentially unproductive. That perspective/approach is one that is critical to the effective work around attitude change to which NCBI devotes itself.

I look forward to the rest of the training and to the ways in which I will implement it in my work around issues of aging and age discrimination.

ABLE strongly supports NCBI's proposal for continued funding of the Boston Leadership Institute. If I can be of any further assistance please contact me.

Sincerely,



Kathy Burnes
Director of Operations

West Broadway Task Force, Inc.

62 Joyce Hayes Way
South Boston, MA 02127
269-7474

March 7, 1988

To Whom It May Concern:


During the past six months I have participated in the Boston Leadership Institute. This workshop has been a wonderful learning experience for me. It has helped me to grow skills in areas of prejudice-reduction and conflict resolution. The gathering of people concerned about these topics has also been a great support to me.

I work as a community organizer for the West Broadway Task Force. At the present time our public housing development is being redeveloped. Over 200 new families will be joining the 300 present families when the project is completed. One aspect of our job involves helping tenants prepare for the future integration. We have an integration committee which meets monthly and considers ways to prepare for the future. I agree with this committee's decision to act in advance. We have also begun to work with other housing projects in the area on the topic of integration.

Being a part of the Boston Leadership Institute has helped me as an organizer. I have learned how to work in situations that have developed. I hope to use these skills in workshops. I believe strongly that the Boston Leadership Institute makes a valuable contribution to the better life of the city. I recommend that this workshop receives the necessary funding so that it can continue.

Sincerely,

Robert L. Smith (Signature)
Robert L. Smith, Director of SND

 UNITEDWAY
100-1000-1000-1000

Community Organization
Counseling and Casework
100-1000-1000-1000

CITY OF BOSTON
DEPARTMENT OF HEALTH AND HOSPITALS

818 HARRISON AVENUE
BOSTON, MASSACHUSETTS 02118



Tel. No. 424-5398

March 20, 1989

National Coalition Building Institute
172 Brattle Street
Arlington, MA 02174

To whom it may concern;

The National Coalition Building Institute (NCBI) has been a valuable experience. Prejudice and conflicts are serious, emotional subjects that need to be confronted - whether they are personal, interpersonal or institutional. Recruitment and job retention remains serious concerns while the labor market is shrinking and the demands of a company are growing. If prejudice is prevalent, moral becomes poor and productivity is lowered all because issues were never resolved or even examined. Becoming an informed person is the first step towards reducing prejudice and conflicts.

As an E.E.O. person in the Affirmative Action Office, I had a few specific goals in learning how to deal with conflicts that present themselves at work. Not only did I get my immediate concerns answered but I was taught a much more useful model with which to feel comfortable in helping others interrupt discriminatory behavior.

The NCBI is a unique organization with many, many great qualities. They are good at training others to be effective trainers necessary to aid any company in becoming more successful.

With an ever growing multi-cultural population, programs such as the one NCBI offers are not only useful and helpful but necessary, important and should be mandatory for all! I urge you to keep the NCBI funded.

Very truly yours,

Lori Soloway

Lori Soloway
E.E.O. Compliance Officer
Affirmative Action Office
Dept. of Health & Hospitals

The Synagogue Council of Massachusetts



ויעצו כלם אגדה אחת לעשות רצונך עבדך ריה

A Joint Venture of U.A.H.C., United Synagogue, and Orthodox Congregations in Massachusetts

ALAN M. EDELSTEIN
President

ALAN TEPEROW
Executive Director

March 28, 1989
21 Adar II, 5749

To Whom It May Concern:

I am pleased to write this letter on behalf of the National Coalition Building Institute. I have been one of the participants in the 1988-89 training seminars sponsored by N.C.B.I. for leaders of the various communities in the city of Boston.

As the Director of the Synagogue Council of Massachusetts, I find myself constantly involved in issues that separate religious communities. Whether they be issues of denominational strife, secular/religious schisms, or internal agency conflict, I am often called upon to mediate organizational tensions. My understanding of the key role I can play in resolving in these conflicts has been heightened by my participation in the Boston Leadership Institute.

I have already utilized many of the skills that I've learned at the B.L.I. in my work with Reform, Conservative and Orthodox young leaders. Approximately 35 congregational representatives attend a Mission each year in New York to explore the issues that divide the Jewish community, and more importantly, to develop strategies for inter-group dialogue and programming. Undoubtedly, the B.L.I. training had enabled me to be more effective in my work and more confident of my role in building coalitions between diverse groups of Jews. I am also in the process of developing a number of workshops and seminars that teach prejudice reduction and conflict resolution for several groups within the Jewish community.

I feel very fortunate to have been able to participate in this year's Boston Leadership Institute. I would certainly recommend the Institute to anyone who deals with diverse constituencies and would endorse the program wholeheartedly for future funding by Foundations interested in building communities of tolerance and mutual respect.

Sincerely,

Alan Teperow
Executive Director

AT:tg



BOSTON LEADERSHIP INSTITUTE

SUMMARY

Mission:

The Boston Leadership Institute is a training program that empowers diverse community leaders in Metropolitan Boston

- * to combat racism and other forms of discrimination¹
- * to facilitate resolution of polarized community conflicts
- * to build intergroup coalitions that welcome diversity.

Description:

The Boston Leadership Institute (BLI) is a project of the National Coalition Building Institute. The Boston Leadership Institute is based on a teaching methodology developed by the National Coalition Building Institute (NCBI), which has won international acclaim for training community leaders in some of the most volatile racial and religious conflicts in the world (e.g. Belfast, Northern Ireland; Port Elizabeth, South Africa; The Israeli occupied territories on the West Bank and Gaza; Howard Beach, New York; Forsythe County, Georgia).

The strengths of the Boston Leadership Institute in training leaders to work against racism are the following: participants are taught to lead concrete, easily replicable workshops that assist people to identify and to heal their own racism; participants become adept at guiding groups through polarized, emotional issues and to formulate policies that take the legitimate concerns of all sides into account; participants meet in small support groups in which they receive experienced supervision in order to strengthen personal leadership skills and to practice leading prejudice reduction workshops and conflict resolution sessions; participants work together in teams during the training, with ongoing consultation from NCBI staff, to develop tailor-made strategies for an institutionalized response to racism within their own organizations and neighborhoods.

Year I:

In BLI's inaugural year of 1988-89 forty community leaders, representing diverse constituencies, (e.g. Archdiocese of Boston, Boston City Police Department, Boston Public Schools, Shawmut Bank, Liaisons to the Mayor's Office, South Boston Public Housing Tenants, Boston Community Schools, United Synagogue Council of Massachusetts, Boston Housing Authority, Hispanic Office of Planning and Evaluation, Fenway Community Health Center, Massachusetts Coalition for Citizens with Disabilities, Operation Able) participated in an intensive nine month training program.

¹ e.g. sexism, homophobia, discrimination against the disabled, ageism, classism, anti-Semitism, ethnocentrism, etc. NCBI has found that in order to be effective in combatting one form of discrimination all institutionalized forms of discrimination must also be addressed.

Six foundations (i.e. The Boston Foundation; Foley, Hoag, and Eliot Foundation; Funding Exchange/ National Community Funds; Hyams Trust; Polaroid Foundation; Richard and Susan Smith Foundation) through combined contributions of \$25,000.00 launched BLI during its groundbreaking year of 1988-89.

BOSTON LEADERSHIP INSTITUTE GOALS

- (1) To train forty community leaders to lead workshops By the end of the year participants are able to lead prejudice reduction workshops and intergroup tension reduction sessions for their own organizations and constituency groups. The fastest way to empower leaders to take charge of eliminating racism is to train them how to lead others.
- (2) To develop a diverse pool of community leaders who are adept within their own organizations at developing policies that reduce institutional barriers to inclusiveness.
- (3) To teach practical skills that can be implemented immediately, such as the interruption of bigoted/racist comments, slurs and behavior.²
- (4) To help participants build broad based coalitions dealing with large community issues Members of the class work together in teams, developing anti-racism programs for each other's organizations (e.g. in the 1988 class, five participants formed a plan to use BLI models on issues related to public housing).
- (5) To provide an opportunity for participants to be exposed to issues of group oppression beyond those which their daily life and work affords them and then to become effective advocates on behalf of those groups (e.g. in the 1988 training several participants were unaware of the specific struggles of participants from organizations in the Gay/Lesbian community as well as tenants in South Boston public housing; following one especially powerful training session, Alan Teperow, executive director of the United Synagogue Council, organized sessions for Jewish leaders to address issues of homophobia and racism.)
- (6) To teach participants specific intergroup tension reduction skills

² These incidents may not be the most institutionalized forms of discrimination, but they are often uppermost in people's minds. Amy Sales, Professor of Applied Social Research at Boston University, was commissioned in 1984 by the Institute on American Pluralism of the American Jewish Committee to test NCBI Workshop models for effectiveness on attitudinal and behavioral change. Participants in NCBI workshops were tested before each workshop and then again six months later. Sales found that participants reported marked shifts in their ability to interrupt oppressive remarks and slurs. Moreover, participants who demonstrated an increased ability to interrupt bigoted remarks were also demonstrating an increased ability to initiate efforts to eradicate institutional forms of oppression. The demoralizing feeling of powerlessness underlies the reluctance of many people to work against institutionalized racism. Therefore, skills that give people even a small sense of control over their daily environment lead to much more systemic change.

that assist them in their own organizations and community groups (e.g. handling emotional outbreaks at meetings, managing intragroup fights, helping groups who see only their own burning issue work together cooperatively).

(7) To demonstrate that anti-racism training programs are most effective when they are fun, when they welcome people's involvement, when they do not engender feelings of blame, guilt, condemnation or moral superiority.

(8) To provide a consistent theoretical basis for understanding the sources of racism and other forms of oppression.

(9) To offer a model of cooperative multi-racial, multi-ethnic leadership The BLI training team provides a hopeful example of people from diverse backgrounds sharing cooperative leadership.

BOSTON LEADERSHIP INSTITUTE METHODOLOGY

Prejudice reduction work continues to be influenced by a number of assumptions that undermine effective results. NCBI has often been called upon to ease intergroup tensions, acerbated by anti-racism programs which left participants hostile, defensive, and resistant.

Usual approach:

"People need to be told how serious racism is."

BLI approach:

"Racism is serious; but getting rid of it does not have to be. In fact, the more upbeat and hopeful the program is, the more people will take on getting rid of racism."

Usual attitude:

"People are so apathetic. All these programs are just for the converted. How do we reach those who really need it the most?"

BLI attitude:

"People are not always apathetic; they are often powerless. Few have a sense of daily controlover their lives. If we want people to work against racism, we will give them practical, day-to-day skills that give them a sense of empowerment."

Usual theory:

"We must help people to face their guilt and individual responsibility for racism."

BLI theory:

"Guilt is the glue that holds prejudice in place. Feelings of guilt can prevent people from looking at their own racism."

CLASS MEETINGS - 1990 CLASS

A groups of 40 participants will meet for six one-day per month sessions. Large group training sessions will take place from 9am - 1pm, with an hour break for lunch. Support groups will meet for individual practice from 2pm - 4:30pm that afternoon.

Training Dates

Tuesday, January 9
Tuesday, February 6
Tuesday, March 6
Tuesday, April 3
Tuesday, May 1
Tuesday, June 5



M_____

_____ Will attend the Hospice at Mission Hill Opening Celebration on Wednesday, October 25, 1989 and enclosed is my tax deductible contribution for _____ at \$75.00 per person, payable to The Hospice at Mission Hill.

_____ Regretfully, cannot attend, but enclosed is my gift to benefit The Hospice at Mission Hill.

Please respond by October 20, 1989

The Hospice at Mission Hill

The Hospice at Mission Hill is one of the first and largest residential AIDS programs in the United States operating as a true hospice that is fully licensed and certified. The residence will provide a compassionate environment for people with AIDS. The Hospice contains 18 rooms to house as many as twenty patients.

More than thirty New England interior designers have contributed their talents, time and creativity to design this facility. Occupying a 19th century brownstone in the Mission Hill area of Boston, The Hospice at Mission Hill is the first project of its kind in New England and one of only 14 residential hospice programs in the country. The Hospice at Mission Hill is the culmination of three years of long-term planning on the local, state and federal level by Hospice West, Inc., operators of the Mission Hill residence.

*Mrs. Kitty Dukakis
Honorary Chair*

*Mr. William Wallace
Executive Director
Hospice West, Inc.*

*Ms. Arlene Hirst
Senior Design Editor
Metropolitan Home Magazine*

cordially invite you to the opening of

The Hospice at Mission Hill

*for an evening of celebration and tribute
to New England's Design Community
for their generous donations
in the creation of
the nation's first certified residential hospice
for people with AIDS*

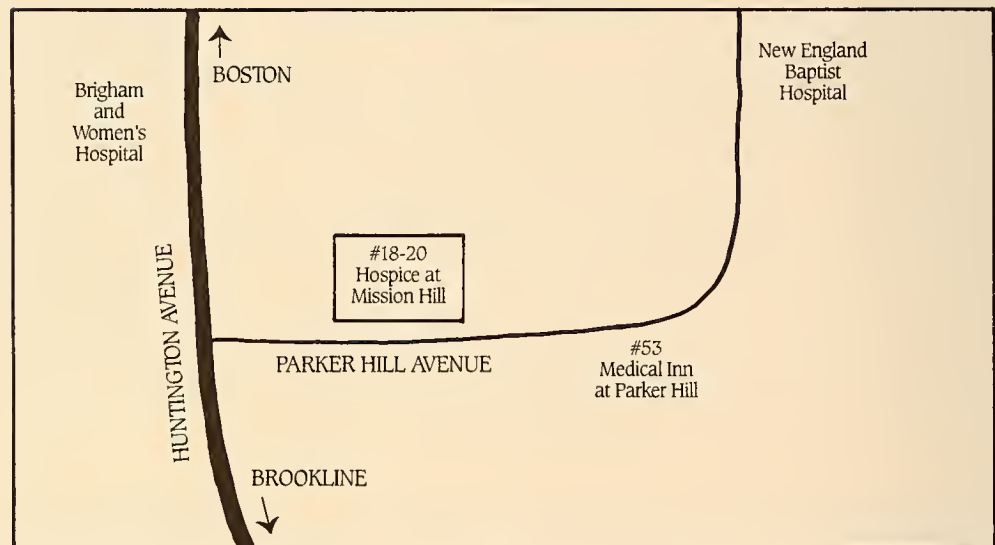
*Wednesday, October 25, 1989
6:00 p.m. - 9:00 p.m.
The Hospice at Mission Hill
18-20 Parker Hill Avenue, Boston*

*Champagne, Hors d'oeuvre
Entertainment
R.S.V.P. Card Enclosed*

Donation: \$75 Per Person

The Hospice at Mission Hill
18-20 Parker Hill Avenue
Boston, Massachusetts

- The Hospice at Mission Hill is located in the heart of Boston's medical community.
- It is accessible via the MBTA. For information, call 722-3200.
- There will be parking available at the Medical Inn at Parker Hill, located at 53 Parker Hill Avenue.
- People in need of handicap access will be accommodated.



EX OFF.

Continue our support for 66 along with
all our affiliates table request

Benefit for Local 66 AFL-CIO Laundry and Dry Cleaning Union

An Evening Of Mirth And Music

PLEASE NOTE: STITCHES HAS MOVED - NEW ADDRESS: 835 BEACON STREET, BOSTON

OCTOBER 3

doors open at

8:00

show starts at

9:00

BARRY CRIMMINS
POLITICAL AND SOCIAL SATIRIST

**KATE RAITZ &
KATE DOBROTH**
OF THE GIRLILLAS

TICKETS \$10

at **STITCHES**
969 Commonwealth Ave.
Boston

for tickets or information call 628-8770

GREATER BOSTON CHAPTER
apri
A. PHILIP RANDOLPH INSTITUTE

P.O. Box 437, Quincy, Massachusetts 02269 — (617) 770-1166 or (617) 298-8433

PRESIDENT
Janet Walker
AFGE
VICE PRESIDENT
Douglas Butler
AFCME
TREASURER
Walter Gaul
ILGWU
SECRETARY
Selma Johnson
SEIU

August 30, 1989

OK \$100.00

Dear Friend,

The Greater Boston Chapter of the A. Philip Randolph Institute was organized in 1968. The Institute has shaped programs and policies in close accord with the late A. Philip Randolph, America's foremost black labor leader. These values include a commitment to political, economic and social democracy. A commitment to work within the labor movement for racial integration, democracy and free trade unionism abroad.

The Greater Boston Chapter has supported workers in their fight for dignity and respect by walking picket lines with workers on strike and attending support rallies. Our chapter has conducted voter registration, voter education and get-out-the vote drives. We have facilitated apprenticeship program information and actively supported political issues. We are on the move to build a stronger chapter in the tradition of A. Philip Randolph in "Moving His Vision Forward in His 100th Birthday Year."

We are sponsoring a Veteran's Day Dinner-Dance on November 11, 1989, from 6:00 - 1:00 a.m. at the Stephen James House, 1 Davenport Street (Porter Sq.) Cambridge, MA. We will also have a program ad book and are asking you to make a contribution by taking an ad out in our book to be distributed the night of the Dinner-Dance. Please fill out the enclosed form and return to:

Greater Boston Chapter APRI
P.O. Box 437
Quincy, MA 02269

THE DEADLINE FOR RECEIPT OF ADS IS OCTOBER 6, 1989

Thank you in advance.

Sincerely,

Selma Johnson
Selma Johnson, Secretary

Janet Walker
Janet Walker, President



P.O. Box 437, Quincy, Massachusetts 02269

AD SIZES AND PRICES:

_____	full page	\$100.00
_____	half page	\$ 60.00
_____	quarter page	\$ 35.00
_____	sponsor	\$ 25.00
_____	patron	\$ 20.00

$\frac{1}{2}$ page \$ 60.00

PICTURES ARE \$15.00 EXTRA:

NAME: _____

UNION/ORGANIZATION: _____

ADDRESS: _____

TELEPHONE NUMBER: _____

DATE: _____

PLEASE RETURN TO:

A. Philip Randolph Institute
P. O. BOX 437
Quincy MA 02269
(617) 770-1166 or (617) 298-8433

DEADLINE DATE: OCTOBER 6, 1989

TICKETS: \$20.00 each - Enclosed \$ _____ for _____ TICKETS

$\frac{1}{2}$ page \$ 35.00

$\frac{1}{2}$ page \$ 35.00

$\frac{1}{4}$ page \$ 35.00

spe off

**15 years ago CLUW founders said,
"We're not here to swap recipes!"**

Today, Greater Boston CLUW invites you to exchange

Recipes for Success

**SUNday NOVember 5
3pm—5pm**

Organizing members
Winning a good contract
Building a committee
Winning a grievance
Winning pay equity
Winning an election
Delegating responsibility
Winning improvements on family issues

also:
refreshments
music
socializing

**Plumbers' Local 12 Hall
1240 Mass. Ave. Dorchester
near Dorchester Ave.**

For more information call 354-2283; for childcare or rides, call by November 1
Sponsored by Greater Boston CLUW (Coalition of Labor Union Women)

A program to honor union women in leadership

RECIPES FOR SUCCESS

Day to day we have success stories. CLUW, The Coalition of Labor Union Women, is sponsoring an event, "Recipes for success" where we will share our progress and successes in our own unions. We want to honor any success where women have won important gains in areas of childcare, collective bargaining, organizing or any other issues that impact working women. Whatever our position in our union, steward, committee member, officer or staff, we are all women leaders struggling to advance the cause of working women. Please take time to fill out your recipe for success.

Name _____
Local Union _____

Position: steward _____
officer _____ staff _____
committee member _____

Category:

(Choose one from your experiences:)

Organizing members _____

Winning an election _____

Winning a good contract _____

Delegating Responsibility _____

Building a committee _____

Winning improvements on
family issues _____

Winning a grievance _____

Winning pay equity _____

Other _____

YOUR RECIPE FOR SUCCESS!

Ingredients: What did it take to achieve success!

Directions: How did you do it? _____

Yield: Results! _____

share your secrets to success...

(Return to Enid Eckstein, CLUW, c/o SEIU Local 285, 145 Tremont Street, Boston, Ma 02111.)

NATIONAL MOBILIZATION FOR WOMEN'S LIVES

WASHINGTON D.C. NOVEMBER 12, 1989

original photo by Farley Andrews



ABORTION MUST BE SAFE, LEGAL AND FUNDED

- We must go to Washington, to show our strength and our commitment to **safe, legal and funded abortion for all women.**
- This past spring, the Supreme Court attacked our basic right to abortion, while also gutting affirmative action and civil rights. This fall, the Court will hear 3 more abortion cases. By 1990, abortion could be a criminal act.
- This is the fight of our lives. We must fight for a woman's right to choose abortion, for civil and economic rights - and for **justice and equality for all people.**

Mobilization organizing meetings held Thursdays at U. Mass. Boston, 100 Arlington St. at 7:00 pm. For more information call Boston NOW Hotline at (617) 782-4059, or Boston NOW office (617) 782-1056, T.D.D. (617) 787-4393. Subsidized transportation available.

SIGN ME UP!

- ☐ I want to join this historic Mobilization Name _____
- ☐ I want to help work on the Mobilization Address _____
- ☐ I am enclosing \$__ for __ r.t. tickets, City/State/Zip _____
bus \$50., train \$80., plane \$130., Phone _____
- ☐ I would like to contribute \$ _____

Boston Now
971 Commonwealth Avenue
Boston, Ma. 02215
(617) 782-1056





TRANSPORTATION INFORMATION

Mobilization for Women's Lives

Sunday, November 12, 1989

Buses

Saturday Departure: 9 p.m. Please be prompt. Return: leave D.C. at 7 p.m. Sunday
Friday Departure* : 9 p.m. Please be prompt. Return: leave D.C. at 7 p.m. Sunday

Bus seats are unassigned, so if you want to ride with your friends, be sure to arrive on time. Organizations can make group reservations. Call the NOW office for information. The bus ride takes all night. One food stop will be made. Buses arrive in D.C. early the next morning. Buses arrive back in Boston early Monday morning when public transportation is running. No smoking on any buses. You may safely leave pillows, coats, and non-valuables on the bus. The departure location TBA, call 782-4059.

*Operation Rescue has announced plans to shut down all D.C. clinics Saturday, November 11. NOW is organizing a prochoice counterdemonstration. We urge you to take a Friday bus to D.C. and participate in the counterdemonstration.

Trains

A special train will leave Saturday evening at 9:30p.m. from AmTrak at South Station (on the Red Line). It will arrive at Union Station in D.C. at approximately 7 a.m. Sunday. The return train will leave Union Station at 9:30 p.m., returning to South Station at 7 a.m. Monday. There will be two cafe cars on the train; however, the food will be limited and expensive. Seating on the train is limited. The train will be wheelchair accessible.

Airplane

Boston NOW is chartering a plane which will leave Logan airport on Sunday morning and will return Sunday evening. Exact times to be confirmed. Seating is extremely limited. Please call 782-4059 for arrival and departure times and to confirm availability of seating before mailing a check for tickets.

Tickets

Bus
Fri dept: \$55
Sat dept: \$50

Train
Sat dept: \$80

Plane
Sun dept: \$130

Tickets will be available beginning Tuesday, October 3. Hotel arrangements and alternative travel plans can be made through Nan Susman at Twin City Travel, 508-537-6015 or Vicki Ferguson at GET Travel in Washington (1522 Connecticut Ave. NW, Washington, DC, 20036/1-800-228-0861). Tickets are available by cash, check, Visa/MasterCard* from the NOW office. Saturday bus tickets are available at Out-of-Town Tickets, New Words Book-store in Cambridge, Arborway Video & Sound in Jamaica Plain.

* Starting October 11, Mondays and Wednesdays, 10:00 a.m.-1:00 p.m.
SUBSIDIZED TRANSPORTATION AVAILABLE. SEND WRITTEN REQUEST TO THE NOW OFFICE.

Boston NOW - 971 Commonwealth Avenue - Boston, MA 02215 (617)782-1056/4059.

IF YOU CANNOT GO TO WASHINGTON, PLEASE HELP SUBSIDIZE SOMEONE ELSE.

- ☐ I want to help work on the mobilization. Name _____
- ☐ I am enclosing \$_____ for _____ tickets for _____ Address _____
bus/train/plane.
- ☐ I would like to contribute \$_____ for subsidies. City/State/Zip _____
- ☐ I would like membership information. Phone (Day/Eve) _____

EX.OFF.



ASSOCIATION OF FLIGHT ATTENDANTS AFL-CIO

1625 MASSACHUSETTS AVENUE, N.W., WASHINGTON, DC. 20036 202-328-5400 TLX-964097

October 5, 1989

Mr. Arthur R. Osborn
President
Massachusetts State AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02102

Dear Mr. Osborn:

I am writing to you to request your financial assistance for the Braniff flight attendants who are members of the Association of Flight Attendants, AFL-CIO.

On Thursday, September 28, 1989, Braniff Airlines declared bankruptcy and filed for Chapter 11. Furlough notices were immediately sent to all 940 Braniff flight attendants. Many of these flight attendants were involved in a prior bankruptcy of Braniff which took place in 1982, were out of work for approximately two years and returned to employment with Braniff when they emerged from bankruptcy in 1984. All flight attendants were not recalled until 1986. Many of these flight attendants are veterans in the profession and suffered severe hardship during the period of unemployment from 1982 to 1986.

The story for all labor in this bankruptcy is that inexpensive labor cannot save a company from management blunders. The top salary at Braniff for a 20-year flight attendant was \$20,000. These men and women are now again in a position where their livelihood is jeopardized by a second bankruptcy of the company.

The company has informed us that they intend to continue to operate through the reorganization process, but at a greatly reduced level. The future of the non-recalled flight attendant is unknown at this time.

In order for us to assist these unemployed workers, AFA has established a Braniff Hardship Fund. This fund will be used to assist our ill-fated brothers and sisters at Braniff who have been stripped of all compensation and benefits.

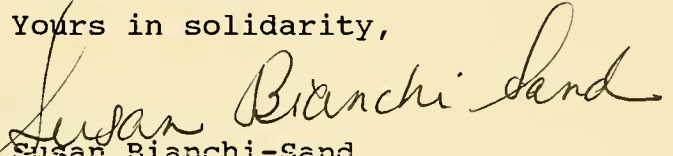
cc: G10

Page 2.

We ask for your support and financial assistance to this fund.
We recognize there are stresses on all Unions today -- any contribution you can make would be greatly appreciated.

**BRANIFF FLIGHT ATTENDANT HARDSHIP FUND
P.O. BOX 19568
WASHINGTON, D.C. 20036**

Yours in solidarity,

A handwritten signature in cursive script that reads "Susan Bianchi-Sand". The signature is written in dark ink and is positioned above the printed name and title.

Susan Bianchi-Sand
National President

SBS:gwp

EX OFF.



October 12, 1989

Mr. Arthur Osborne
President
Massachusetts AFL-CIO
8 Beacon Street
Third Floor
Boston, Massachusetts 02108

Dear Arthur:

Thank you very much for introducing me to the Executive Committee of the Massachusetts AFL-CIO and enabling me to speak to them.

I really appreciate the opportunity you gave me to appear before these Massachusetts leaders and tell them a little about what Peter Arnold Associates can do for them.

Since that meeting, I have been working with members of the IBEW and CWA, discussing communications strategies and gaining additional media interest in covering the strike from the workers' point of view. Soon, I believe we will have a positive article by Peter Gelzinis of the "Boston Herald" and, maybe, one by Mike Barnicle of the "Boston Globe," too.

Thanks again for your interest and assistance.

Sincerely yours,

A handwritten signature in blue ink, appearing to be "PA" or "Peter Arnold", written over a horizontal line.

Peter Arnold

Exec off -

Flu -

Feb -

1 exec V.P. -

Bnd Harbor

OK

Jim Garner
or
Joe Gable

Decide on later course
MMS to review book
on appropriate dist. of
resources for

Date on Aro
prop.

MMS to review letter on
to dist. all to address
concerns on dist. of
and summer training

MMS to set out with
8. m + report strong with



August 25, 1989

Mr. Robert Haynes
Mass AFL Cio -Council
8 Beacon Street
Boston, MA 02108

Dear Mr. Haynes:

I am writing to confirm the rates on upgrades given to you by Mary Dehey yesterday. The following pages show the plans and the cost per month. If you have any questions I would be more than happy to come by your office to go over the differences in the plan. I look forward to hearing from you in the near future.

Sincerely,


Ginger Hastings
Account Executive

PROPOSED BENEFIT UPGRADE A

100% COVERAGE ON TYPE I SERVICES

DIAGNOSTIC
PREVENTIVE
INITIAL AND PERIODIC EXAMS

100% COVERAGE ON TYPE II SERVICES

RESTORATIVE
ORAL SURGICAL
PERIODONTIC
ENDODONTIC
PROSTHETIC MAINTENANCE
EMERGENCY DENTAL CARE
GENERAL ANESTHESIA FOR COVERED SURGICAL SERVICES

DEDUCTIBLE:

\$ 0

ANNUAL MAXIMUM PER MEMBER:

\$ 750

DEPENDENT COVERAGE AGE LIMITS:

TO THE AGE OF 19

PROPOSED RATES:

INDIVIDUAL

FAMILY

\$ 17.98

\$ 62.18

PROPOSED BENEFIT UPGRADE B

DENTAL PROTECTION PLAN II

100% COVERAGE ON TYPE I BENEFITS

DIAGNOSTIC
PREVENTIVE
INITIAL AND PERIODIC EXAMS

100% COVERAGE ON TYPE II BENEFITS

RESTORATIVE
ORAL SURGICAL
PERIODONTICS
ENDODONTICS
PROSTHETIC MAINTENANCE
EMERGENCY DENTAL EXAMS
GENERAL ANESTHESIA FOR COVERED SURGICAL SERVICES

80% COVERAGE ON TYPE III BENEFITS

PROSTHODONTICS
MAJOR RESTORATIVE

DEDUCTIBLE:

\$50 ON TYPE II AND III BENEFITS

DEPENDENT COVERAGE:

TO THE AGE OF 19

ANNUAL MAXIMUM PER MEMBER:

\$ 750

PROPOSED RATES:

INDIVIDUAL

FAMILY

\$ 26.97

\$ 93.27

